

# STEPS

**School To Employment Pathways  
System**

# History of STEPS

- An outgrowth of the Commission's work on Accountability – Degrees awarded in areas of projected workforce need.
- IS Staff created a new tool to help assess over- underproduction in awards by discipline.
- HEWAS – Higher Education Workforce Allocation System

# STEPS

- HEWAS – Demonstration (sort of)
- Oversimplification of true product
- *The Degree Level reflects the education level in which **most workers** become proficient in that occupation and the **preferences of most employers***

# What STEPS does

- Maps CIP (disciplines) to SOC (occupations)
- Many-to-many mapping
  - One discipline can lead to many jobs
  - One job can come from many disciplines
- We started w/ BLS mapping
- Added mapping from other states / entities
- CPEC Analysts added to mapping

# What STEPS does

- User can approach their research from
  - A discipline (major) OR
  - An occupation
  - Select from a list or search
- Enrollments & Degrees
  - By Segment, Institution, Gender, Ethnicity
- Link to O\*Net

# What STEP does

- Link to institutions in College Guide
- Provide annual projected job openings to 2014
- Provide minimum degree level
- The number of degrees awarded at and above the minimum degree level

# STEPS

- Demonstration
- <http://www.cpec.ca.gov/Accountability/Steps.asp>
- From home page:
  - Quick Data
  - School to Employment

# STEPS

- Target Audience
  - Students / Parents
  - Employers
  - Policymakers & Administrators
  - Workers changing careers



# STEPS

- Future
  - Improve mapping
  - Link to HEWAS and other models
  - Assist Program Review
  - Link to CaColleges.edu specific data
  - Link to EDD Labor Market Info
  - Provide Regional data

# STEPS – Closing

- Problems
  - Not always real life
  - Mapping of disciplines to occupations
  - Behavior of people
- Development
  - Outgrowth of other work
  - Prototype: 4 hours
  - Web page: 6-8 hours
- Web hit?